

Chung Yuan Christian University Regulation on Salary Ranking for Faculty Staff and Workers

2018.04.17 Management Committee of the
Foundation of Republic of China Private Schools
Faculty and Staff Retirement Compensation
Resignation and Severance Savings Official Letter
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Article 1

The assessment of salary ranking for the faculty, staff, and workers of Chung Yuan Christian University (hereinafter referred to as the university) shall be handled in accordance with the provisions of this regulation.

Article 2

The term "faculty, staff, and workers" mentioned in this regulation refers to the faculty, teaching assistants, staff, and campus workers who are currently qualified full-time personnel registered in the complement of the university and receive remunerations.

Article 3

The salary ranks of faculty, teaching assistants, and staff of the university are divided into thirty-six grades (including seniority pays amount to thirty-nine salary scales), and the salary rank tables will be shown in appendix 1 "the salary ranks table of the president, faculty, and teaching assistants," and appendix 2 "the salary ranks table of the staff."

Article 4

The salary ranks for the initial appointed faculty of the university are assessed starting from the lowest salary ranks for their positions in principle. Assistant professor who has earned a doctoral degree may be assessed starting from the salary scale 330 dollar; full-time seniorities of qualified full-time faculty or post-doctoral research fellows who used to work in the administrative agencies, public-operated businesses, or public or private community colleges and above at similar levels as the current positions and with outstanding service performances may be upgraded to one rank for every full year; full-time seniorities in the private institutions domestic and abroad at similar levels as the faculty and with outstanding service performances may be considered to upgrade in the light of the Ministry of Education "the Principles Regarding Upgrading Salary Ranks by Counting the Seniorities of Faculty of College and University Lecturers and Above Who Used to Work in the Private Institutions Domestic and Abroad."

The seniorities referred to in the preceding section shall be counted according to the

decisions of the teachers' review committee of the university, and may be upgraded to the highest seniority pay ranks for the current positions.

Article 5

The salary ranks for the initial appointed preschool teachers of the university are assessed based on the educational backgrounds in principle, and the criteria for salary ranking refers to appendix 3; teacher seniorities in the public preschools or private school preschools at similar levels as the current positions and with outstanding service performances may be upgraded to one rank for every full year, and may be counted annually and upgraded to the highest seniority pay ranks for the current positions.

Article 6

The salary ranks for the initial appointed teaching assistants of the university are assessed starting from the lowest salary ranks in principle.

Article 7

The salary ranks for the initial appointed staff of the university are assessed within the range of the highest salary ranks for the current positions based on the educational backgrounds required for the employment qualifications in principle, and the criteria for salary ranking refers to appendix 3; seniorities of in-complemented full-time staff who used to work in the administrative agencies, public or private schools at similar levels as the current positions and with outstanding service performances may be upgraded to one rank for every full year, and may be counted annually and upgraded to the highest seniority pay ranks for the current positions. Teaching assistant seniorities will not be counted, but those of the ones who have received teaching assistant certificates in the university will be counted.

Article 8

The salary ranks for the initial appointed campus workers of the university are assessed starting from the lowest salary ranks according to the educational backgrounds in principle, the criteria for salary ranking refers to appendix 4; seniorities served in the university and with outstanding service performances may be counted annually and upgraded to the highest seniority pay ranks for the current positions.

Article 9

The newly recruited faculty, staff, and workers shall within one month after reporting to the posts fill out the resumes, fully prepare for the academic and experience

certificates, and submit those documents to the university carrying out the matters of salary ranking.

Article 10

The starting and revising salaries for the faculty, staff, and workers shall be handled in accordance with the following provisions:

- (1) Starting salaries: Starting salaries from the actual dates of reporting to the posts.
- (2) Adjusting salaries: applying for adjusting salaries due to additionally submitting educational and experience certificates or obtaining new qualifications, adjusting salaries always from the dates of approvals of reassessment.

In addition to the normal salaries, within the scope of the annual budget, the faculty, staff, and workers may enjoy the payments of year-end work bonuses, money substitutes for physical goods, and special allowances in accordance with the relevant laws and regulations and the related provisions of the university.

Article 11

If the staff and workers have been downgraded from higher-ranking positions to lower-ranking ones due to matters and reasons attributable to themselves, the original salary ranking grades after downgraded shall be lowered to those not more than the highest seniority pay ranks for the new positions.

Article 12

Matters not covered in this regulation shall be handled with reference to the relevant laws and regulations of the Ministry of Education on salary ranking.

Article 13

These regulation has been approved by the executive council, reported to the board of trustees, the management committee of the Foundation of Republic of China Private Schools Faculty and Staff Retirement Compensation Resignation and Severance Savings for verification and promulgated for implementation.